

# Your Visual Guide to State-Level Affirmative Action Laws

As of August 2025

**Executive Order 11246 is no more. So does your organization still need to develop an affirmative action plan? Many U.S. states have local laws requiring affirmative action plans and policies that remain in effect regardless of federal changes.**

The scope of these laws varies widely from state to state, but can be sorted into the following main categories:

## **1 States and Territories With Affirmative Action for Contractors at Specific Thresholds**

All private employers that have contracts with state entities in these jurisdictions must create an affirmative action or EEO plan if they reach certain employee and/or contract value thresholds.

## **2 States With Affirmative Action for Contractors on Specific Contracts**

Affirmative action requirements in these states are only written into specific contract types, such as public works or construction contracts. They may also be required based on other criteria that aren't publicly available.

## **3 States With No Affirmative Action Measures But Other Anti-Discrimination Clauses**

Though these states do not require private employers to produce affirmative action plans, they do have other non-discrimination measures that private employers should research.

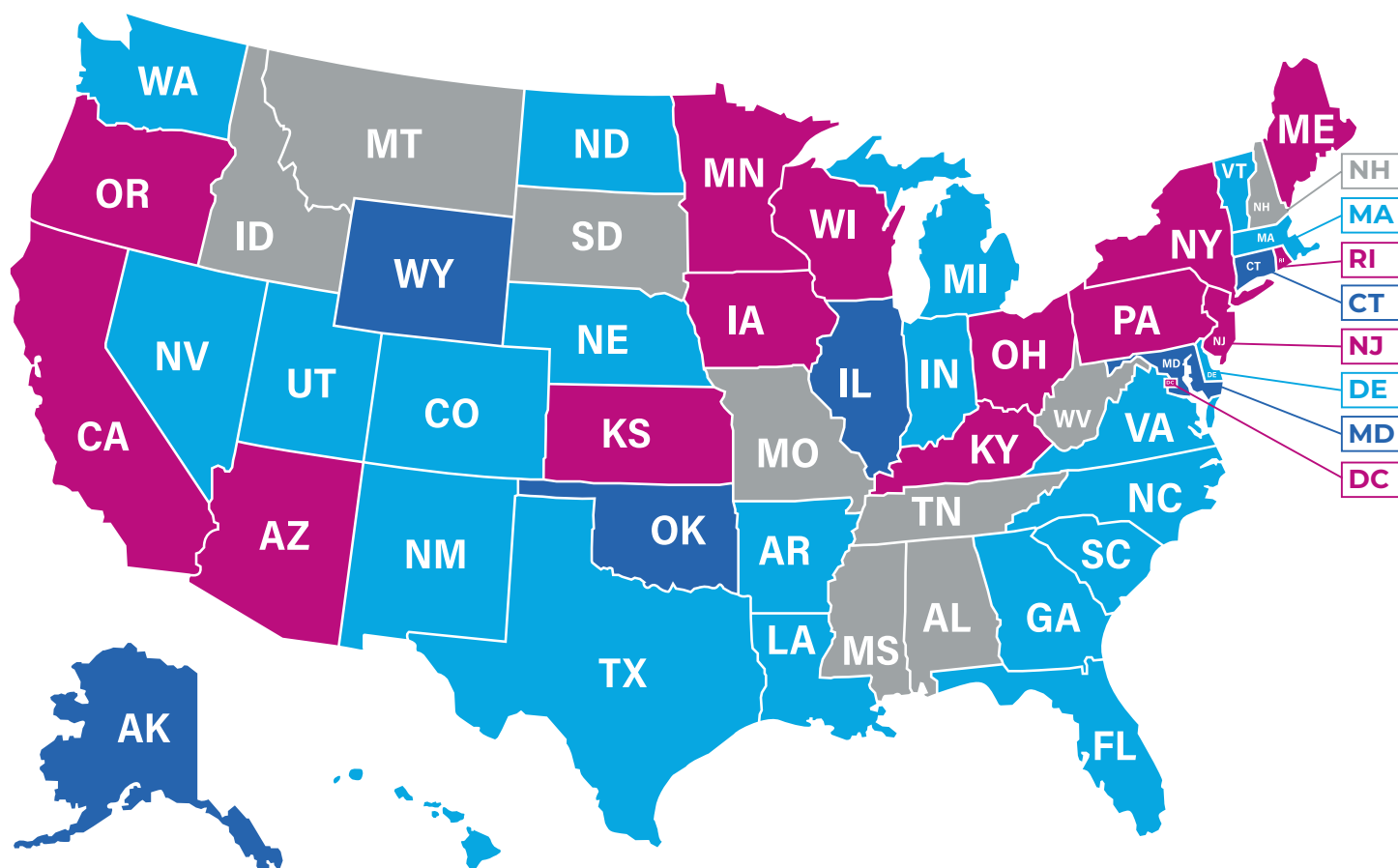
## **4 States With No Measures Other Than Federal Requirements for Private Employers**

These states do not appear to have any laws for private employers other than those dictated at the federal level.

## A Map of Affirmative Action Laws in the United States

Category Key - See Previous Page for Full Definitions

- |  |  |
|--|--|
| <div style="background-color: #800040; color: white; padding: 5px; text-align: center; width: 30px; margin-bottom: 10px;">1</div> <b>States and Territories With Affirmative Action for Contractors at Specific Thresholds</b> | <div style="background-color: #000080; color: white; padding: 5px; text-align: center; width: 30px; margin-bottom: 10px;">2</div> <b>States With Affirmative Action for Contractors on Specific Contracts</b>          |
| <div style="background-color: #008080; color: white; padding: 5px; text-align: center; width: 30px; margin-bottom: 10px;">3</div> <b>States With No Affirmative Action Measures But Other Anti-Discrimination Clauses</b>      | <div style="background-color: #808080; color: white; padding: 5px; text-align: center; width: 30px; margin-bottom: 10px;">4</div> <b>States With No Measures Other Than Federal Requirements for Private Employers</b> |



Learn more about your continuing affirmative action responsibilities at:  
[affirmity.com/blog/why-affirmative-action-must-still-be-on-your-agenda-federal-states](https://affirmity.com/blog/why-affirmative-action-must-still-be-on-your-agenda-federal-states)

Navigate the growing complexity of workforce non-discrimination compliance with Affirmity: Contact us today at [affirmity.com/contact-us](https://affirmity.com/contact-us).

800-782-1818 | [info@affirmity.com](mailto:info@affirmity.com)

[affirmity.com](https://affirmity.com)  

Part of Learning Technologies Group 